

## Performance Evaluation Policy

The Remuneration and Nomination Committee of Sarama Resources Ltd. (**Company**) will evaluate the performance of the Board and its individual Directors on a routine basis.

The review will include comparing the performance of the Board with the requirements of its Charter, in executing the Company's strategy and achieving the Company's objectives. The review will also consider the effectiveness and contribution of each individual Board member in terms of his or her competencies and skills.

A similar review will be conducted for each Committee with the aim of assessing its performance and identifying areas where improvements can be made.

The Remuneration and Nomination Committee will oversee the performance evaluation of the executive team. This evaluation is based on specific criteria, including the business performance of the Company and whether strategic objectives are being achieved.